1939-40-48 **File No.** 3/40/36-III

A CLASS

P.W. DEPARTMENT

E BRANCH

Subject:— Establishment
Sub-divisional Clerks
Bringing on permanent
estabt.

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File No. 3/40/36-III

Sec. Sectt. Slip 24-A

Std. Sectt. 78A o.

G.R., G D., No 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. 3/40/36-III

P.W. DEPT.

E BRANCH.

References :—

Date.	To whom sent.	Notes and instructions.

Making sub-divisional establishment permanent.

GOVERNMENT OF BOMBAY.

PUBLIC WORKS DEPARTMENT.

Resolution No. 3140/36.

Bombay Castle, 15th May 1939.

Read Government Memorandum No. S. 92/23978-E, dated the 22nd February 1938, and the replies thereto from the Superintending Engineers of Circles and the Electrical Engineer to Government.

Read Government Memorandum No. S. 92/10747-E, dated the 17th December 1938, and the replies thereto from the Superintending Engineer, Northern Circle, and the Electrical Engineer to Government.

RESOLUTION.- Government is pleased to convert the following number of posts of clerks and inferior servants (called peons, tapalis and chowkidars) on the temporary establishment in Sub-divisional offices into permanent pensionable posts:-

Name of Circle.	Sanctioned number of permanent posts of clerks.	Sanctioned No. permanent posts of inferior servants.
Northern Circle.	44	32
Central Circle.	56	45
Deccan Irrigation Circle.	53	64
Southern Circle.	51	41

2. All the Sub-Divisional office clerks (including irrigation clerks) in a Circle should be borne on a single list for the purpose of determining which of the clerks should be appointed to the permanent posts sanctioned above according to their seniority arranged on the basis of their total length of service and for the purpose of promoting in future temporary clerks to permanent posts as vacancies occur. Thus only the most

junior men in service will remain on the temporary establishments. Inferior servants in Sub-divisional offices should be treated similarly.

3. The number of permanent posts mentioned above are sanctioned for each Circle as a whole. Their distribution among the Sub-divisions or between the two clerical grades or the three categories of inferior servants should be made according to the men actually appointed to the permanent posts as per paragraph 2 above. These orders do not affect the present sanctioned number of posts in Sub-division. They do not also necessarily require the transfer of men from one division or Sub-division to another on appointment to the permanent posts. Men serving in temporary Sub-divisions and appointed to permanent posts are not necessarily required to be transferred to permanent Sub-divisions.

4. The following pay-scales are sanctioned for the Sub-divisional clerks who are appointed to the permanent posts sanctioned above:-

	1st and 2nd clerks. Rs.	3rd or store clerks. Rs.	Remarks.
Pay-scales for old entrants serving since before the 4th August 1931.	30-5/3-80	30-5/4-60	Starting pay to a qualified clerk is Rs.40
Revised pay-scales for new entrants appointed after the 3rd August 1931.	25-5/3-75	25-5/4-65	Starting pay admissible to a qualified clerk is Rs. 30.

5. The starting pay of the clerks on their appointment to the permanent posts should be fixed at a stage in the above scales which is next below their present temporary rates of pay. e.g. if a clerk's temporary pay is either Rs. 50 or 48, it should be reduced

to .....

to Rs. 45 on appointment to the permanent post. The reduced pay should not be less than the minimum of the above sanctioned pay-scales.

6. The starting pay of the Sub-divisional clerks in the Presidency Division on appointment to the permanent posts should be re-fixed in the above scales as shown in the accompanying statement* and in addition they should be granted compensatory local allowance as admissible under the rules. If any clerks being most junior remain on the temporary establishment according to paragraph 2 above, these orders regarding the re-fixation of pay on appointment to the permanent establishment should not be applied in their case.

7. The inferior servants should be made permanent on their present temporary rates of pay unless these rates exceed the sanctioned rates of the corresponding inferior servants on the permanent establishment. In the latter case, the pay of the men concerned should be reduced to the sanctioned rates of the permanent inferior servants.

8. The two grades of Sub-divisional clerks (viz. the first and second clerks and the third or the store clerks) should be held to form one promotion group for the purpose of applying the revised pay-scales sanctioned above for new entrants i.e. Sub-divisional clerks on promotion from the lower to the higher grade should not be brought from the old to the revised pay-scale.

9. All the 11 clerks and the 4 peons in the Sub-divisional offices in the Electrical Circle should be made permanent. The starting pay of the clerks on appointment to the permanent posts should be re-fixed as shown in the accompanying statement* and

regulated .....

regulated in the above sanctioned scales for the first and second clerks, those serving in Bombay being granted in addition the compensatory local allowance admissible under the rules. The proposal of the Electrical Engineer to Government in this connection that all the Sub-divisional clerks in the Electrical Circle be given the pay-scale of the first and second clerks is sanctioned. The pay of the posts should be regulated as in paragraph 7 above.

10. If any of the Sub-divisional clerks to be made permanent in the Presidency Division and the Electrical Circle desire to continue on the temporary establishment rather than have their pay much reduced on promotion to the permanent establishment, they may be allowed to remain temporary and their posts should not be made permanent until after they retire from service. The option to remain on the temporary establishment should be exercised at once and will be irrevocable.

11. The above orders should take effect from the 1st April 1939, the revised pay being drawn in May and onwards.

By order of the Governor of Bombay,

Sd/- R. H. HAMMETT,
Deputy Secretary to Government.

G.R. No. 3140/36, P.W.D. dated the 15th May 1939.

To

The Finance Department.
The Superintending Engineers of Circles.
The Electrical Engineer to Government.

The .....

The Consulting Public Health Engineer to Govt.

The Accountant General, Bombay (through the Finance Department).

All Executive Engineers.

*Printed as an accompaniment to this Resolution.

No. of 1939.

Copy forwarded for information and guidance to

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Accompaniment to Government Resolution, Public Works Department, No. 3140/36, dated the 15th May 1939.

Starting pay sanctioned to the Sub-divisional clerks in the Presidency Division and the Electrical Circle on appointment to the permanent establishment.

Presidency Division.

Name of the clerk.	Starting pay sanctioned.
	Rs.
Mr. B.T. Kobedji	70
Mr. G.S. Vokachi	45
Mr. C.F. Setina	65
Mr. S.P. Inamdar	30
Mr. V.D. Shirke	40
Mr. R.V. Bhave	55

Electrical Circle.

Name of the Clerk.	Starting pay sanctioned
	Rs.
Mr. R.C. Vaishery	50
Mr. K.J. Capadia	30
Mr. R.D. Bruche	50
Mr. G.L. Taye	40
Mr. L.G. Rahte	30
Mr. U.P. Patwardhan	30
Mr. G.A. Joshi	45

Mr.....

Name of the clerk.	starting pay sanctioned. Rs.
Mr. K. Kamble	40
Mr. V.D. Dave	45
Mr. A.L. Patil	45
Mr. S.J. Kadri.	30.

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Making Sub-divisional establishment permanent.

GOVERNMENT OF BOMBAY.

PUBLIC WORKS DEPARTMENT.

Resolution No. 3140/36.

Bombay Castle, 12th December 1939.

Letter from the Superintending Engineer, Southern Circle, No. G.R. 31 (K), dated the 24th August 1939, as under:-

"I have the honour to refer to Government Resolution (P.W.D.) No. 3140/36, dated the 15th May 1939, and to state that as ordered therein.

51 posts of Sub-Divisional clerks out of 56
and
41 posts of Sub-Divisional inferior servants out of 51

in this Circle having been converted into permanent pensionable Posts, the following points with regard to this Establishment have been raised and it is requested that Government be pleased to issue orders thereon:-

(a) the authority competent to fill in the posts, whether the Superintending Engineer or the the Executive Engineer?

(b) the period of service rendered by such Establishment to be considered as pensionable

(c) The date from which the next increment should be granted.

(d) Whether in the case of Pass and Honours Graduates getting Rs. 40 and Rs. 50 per annum respectively, their pay should be fixed at a stage next below their present pay.

(e) Whether the clerks at present borne on the Sub-Divisional Establishment may be considered as exempted from the operation of

rule.....

rule 90 of the Bombay Civil Services Recruitment Rules.

(f) Whether any 3rd clerk in the Sub-Divisional -Office who by reason of his length of service is promoted as 2nd clerk in the scale of 30-5/3-60 or 25-5/3-75 can be entrusted with the duties of the 3rd clerk for whom lower scales of Rs. 30-5/4-60 or Rs. 25-5/4-85 have been sanctioned.

(g) Whether any of these clerks can be transferred to the permanent establishment in the Divisional and Administrative Offices.

"2. Point (a).- So far appointments to the Sub-Divisional Establishment have been made by the Executive Engineers in view of the provision made in Note 2 under paragraph 13 of the Bombay Public Works Department Manual, the Establishment being not so far borne on a consolidated Circle List. Since Government have now ordered that all the Sub-Divisional clerks in a Circle should be borne on a single list, the appointment to this class of Establishment including the temporary posts will be made by the Superintending Engineer, the question as regards their transfer from one Sub-Division to another being left to the Executive Engineers to decide. As regards the inferior servants in the Sub-divisional Offices, 41 men according to seniority arranged on the basis of their total length of service have now been brought on the permanent list and the remaining 10 junior men have been kept on the temporary Establishment. Since these inferior servants are not to be transferred, vide exceptions below Bombay Civil Services Rule 488, and there is no question of their promotion to higher posts, I am of opinion that appointments to fill vacancies of Inferior servants may be allowed to be made by the Executive Engineers as hitherto under intimation to this office when the existing temporary men will be appointed to permanent posts as vacancies occur.

"3. Point(b)- It is presumed that the whole of the temporary service rendered by the Sub-Divisional clerks and Inferior servants should be considered as pensionable in view of the provision in Note 1 to Bombay Civil Services Rule 240. At present there are many elderly clerks who are to retire immediately in view of Government Resolution, (Finance Department), No. 3162/33, dated 9th August 1939 being of the ages 56 to 58 years and of the benefit of this rule is not allowed to them, these men will not be able to receive the full pension, though the total service rendered by them is more than 30 to 33 years of which the service before 1919 was on the work-charged Establishment. It is, therefore, requested that Government be pleased to allow the whole of the temporary service to be counted towards pension.

"4. Point (c).- In the Government Resolution referred to in paragraph 1 above there is no specific mention as to the date from which the next increment should be granted and as such it is presumed that the increments should be regulated from the dates on which they normally fall due and not from 1st April 1939. Similar orders were issued by Government in their Resolution No. 5400/27, dated 2nd August 1933 in connection with the point (h) referred to in paragraph 4 thereof when the temporary cuts in pay of the temporary Establishment were made permanent as ordered in Government Resolution (Public Works Department). No. 5400/27, dated the 13th December 1932. There are at present cases of clerks to whom increments have become due in the normal course within two or three months from the date of their being made permanent, viz. 1st April 1939 and it would be a great hardship

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if in their case future increments are to be regulated from that date when it is considered that their pay has been reduced by Rs. 5 under the orders in paragraph 5 of the Government Resolution in question and they are required to wait for 3 or 4 years to earn one increment.

"5. Point (d).- In the Government Resolution in question, remarks have been made as regards the starting pay admissible to qualified clerks and it is laid down in paragraph 5 thereof that the reduced pay should not be less than the minima of the scale mentioned therein. It is however not clear therefrom whether in the case of Pass or Honours Graduates getting Rs. 40 and 50, respectively, their pay can also be reduced by Rs. 5. At present there are 5 Graduates employed in the Sub-Divisional Establishment who have been getting Rs. 40 which is the starting pay fixed for them, vide paragraph 3 of Government Resolution (Finance Department)*. No. 5600, dated the 9th May 1928, it is laid down that the Graduates should take rank for promotion according to their pay, i.e. next below the most junior clerk who is already drawing the pay on which they start and according to clause (b) of Government Resolution (Public Works Department), No. S. 92/22132, dated the 9th May 1924, the Graduates are not be promoted to the next higher grade before they put in three years' service in the last grade. Since Government have now ordered in paragraph 2 of the Government Resolution referred to in paragraph 1 above that the seniority of Sub-Divisional clerks should be arranged on the basis of their total length of service, it is presumed that the principles of seniority as laid down in the abovementioned Government Resolutions are not applicable in the case of

*/ No.150/33, dated the 28th Dec. 1933. Besides the question as regards their seniority is also to be decided. In Government Resolution (Finance Deptt.),

Graduates .....

Graduates employed on the Sub-Divisional Establishment. In this connection, I would invite attention to Government Memorandum (Public Works Department), No. S. 8/30452-F, dated the 1st February 1929 from which it will be seen that there has been a general objection in the past to the fixing of the seniority of Graduates on the basis of pay. It is more so in the case of Sub-Divisional Establishment because if the principle of pay is adopted in fixing the seniority, the above five Graduates who have been recently recruited will become senior to many clerks who have put in more than even 10 years' service. I therefore of opinion that length of service ~~should~~ should be the main criterion in fixing the seniority of Sub-Divisional clerks.

"6. Point (c).- In accordance with Rule 141 of the Bombay Civil Services Recruitment Rules, the first appointment to clerical post shall ordinarily be made from amongst candidates who must -

(a) be not more than 25 years of age (which is fixed at 28 years in the case of Backward and Intermediate class men) at the time of appointment,

(b) have passed any of the examinations mentioned therein.

From the lists of Sub-Divisional clerks it is noticed that these requirements have not been fulfilled in the case of some of the clerks borne on the Sub-Divisional Establishment. In view of the low pay allowed to these clerks in the past, it was found difficult to get qualified men and so only non-qualified men as were available were recruited to this Establishment. Besides men who had exceeded the prescribed age limit were even appointed to this Establishment inasmuch as there was no rigid enforcement of the above rule because the whole of the Establishment was temporary.

The

The restrictions laid down in the above mentioned rule are, however, being observed now and with a view to avoid audit objection from the Accountant General, Bombay, it is requested that Government to pleased to grant general exemption from the operation of the above rule in respect of the clerks at present borne on the Sub-Divisional Establishment.

"7. Point (f).- In making the Sub-Divisional Establishment permanent, it is mentioned in Paragraph 3 of the Government Resolution in question, that the orders issued therein do not necessarily require the transfer of men from one Division or Sub-Division to another. However in the case of the Sub-Divisional clerks, there being two different scales of pay, one higher for the 1st and 2nd clerks and the other lower for the 3rd clerks, transfers are inevitable not only from one Sub-Division to another but even from one Division to another whenever a 3rd clerk is to be promoted as 2nd clerk, e.g., from a lower to the higher scale of pay. This will be evident from the following cases which have come to notice at present in this Circle:-

Name of clerk	Date of appointment.	Rank in the consolidated Circle List according to the total length of service.	Post held on the temporary Establishment before 1st April 1939.	Division where serving.
1	2	3	4	5
1. Mr.H.N.Inkalkar.	10th March 1934	2nd clerk	3rd clerk.	Kanara.
2. Mr.P.V.Nambnis.	1st October 1933	2nd clerk	3rd clerk.	Belgaum.
3. Mr. J.P.Rodrigues.	15th January 1936	3rd clerk	2nd clerk.	Kanara.
4. Mr.B.V.Dangiri.	1st November 1936.	3rd clerk.	2nd clerk.	Bijapur.

So far the Sub-Divisional clerks were borne on a Divisional list and clerks Nos. (3) and (4) referred to above

above were appointed by the Executive Engineers concerned as 2nd clerks because they were senior in point of service amongst the clerks serving in the Division concerned. Now that they are brought on a single Circle list, they have become junior in point of service to clerks Nos. (1) and (2) who are at present working as 3rd clerks in other Divisions. I have , therefore, changed the designations of the above four clerks, the clerks Nos. (1) and (2) being designated as 2nd clerks in the scale of Rs. 30-5/3-75 and the other two clerks as 3rd clerks in the scale of Rs. 30-5/4-55 according to their length of service. It will thus be seen that the two clerks who are now ranked amongst 2nd clerks have at present been doing duties of 3rd clerks while their juniors in other Divisions now ranked amongst 3rd clerks have been doing duties of 2nd clerks whereby an anomalous position has been created.

(ii) To avoid these anomalies, there are two alternatives (1) that the above four clerks should be asked to change places involving their transfer from one Division to another or (2) that the 3rd clerks in the lower scale should be allowed to be entrusted with the duties of 2nd clerks without being promoted to the higher scale attached to the latter post. With regard to the 2nd alternative, I am of the opinion that as the pays of 1st and 2nd clerks in the Sub-Divisional Offices have been fixed at higher rates in consideration of the specific duties to be performed by the individuals holding them, the person carrying out those duties should receive the pay of the post attached to it. Accordingly, it will not be in order to entrust the duties of 2nd clerks to the 3rd clerks. If this is agreed to, it would be clear that transfers of Sub-Divisional clerks are

inevitable .....

inevitable and the four clerks referred to above will have to be transferred from one Division to another so that they can be entrusted with the duties of the post to which they are now appointed.

*8. (g).- During recent years, there has been no paucity of qualified candidates and even Graduates who are willing to enlist as Sub-Divisional clerks. Out of the 56 Sub-Divisional clerks, 23 clerks are qualified and 5 clerks are Graduates, one of them being an Honours Graduate. So far these men were being taken on the permanent clerical establishment of Divisional Offices because, as reported in paragraph 3 of this office No. G.R. (31) (k), dated 16th December 1925, printed in the preamble of Government Resolution (Public Works Department), No. 8478, dated 12th April 1926, their previous experience of Office work in Sub-Divisional Offices proved useful in Divisional Offices. So a qualified or Graduate clerk appointed in Sub-Divisional Offices had the prospects of obtaining promotion to the higher grades in the permanent clerical establishment of this Circle. Since these clerks are now made permanent, there is now another permanent clerical cadre in respect of Sub-Divisional Office Establishment. As such it is a question whether the qualified or Graduate clerks, now borne on ~~non-permanent clerical~~ that establishment, may be taken up in the permanent clerical establishment of Divisional Offices. If they are not to be taken up in Divisional Offices because they are borne on a separate clerical cadre, they cannot rise above Rs. 80 or 75 while their confreres in Divisional Offices recruited from outside can hope to rise up to Rs. 160 thereby there will be general discontent among the sub-Divisional Establishment.

I .....

I am therefore of opinion that whenever any vacancy occurs in the permanent clerical establishment in Divisional Offices, it should be filled from amongst the Sub-Divisional clerks who are fully qualified, their claims being considered according to merit and length of service."

Memorandum from the Superintending Engineer, Northern Circle, No. G. 62/7695, dated the 27th September 1939, as under:-

"2. There are several sub-divisional inferior servants in this Circle with long service who do not know their ages. The Executive Engineers sent such men to Civil Surgeons for ascertaining their age and the Civil Surgeons found some of them to be physically unfit for further service and for being made permanent. There are some sub-divisional clerks who are on the verge of retirement or who have rendered long service. It is possible that some of them who have not produced medical certificates of physical fitness, while in temporary service, will not be found fit physically for being made permanent. The undersigned would therefore request orders whether such men should be deprived of permanent appointments under Bombay Civil Services Rule 10. If this is done, the men will be in a sad predicament for on the one hand they will lose their employment and on the other will not be entitled to pension.

"3. Pending orders of Government on the above points, the undersigned is issuing orders making sub-divisional clerks and inferior servants permanent subject to the condition of production of certificate of physical fitness as required by Bombay Civil Services Rule 10 as advised by the

Accountant General.

RESOLUTION.- Government is pleased to pass orders as follows on the points raised by the Superintending Engineer, Northern Circle, and the Superintending Engineer, Southern Circle, with reference to Government Resolution No. [illegible]/36, dated the 16th May 1939, conveying orders regarding the clerks and inferior servants in sub-divisional offices made permanent:-

(a) Future appointments to clerical posts in Sub-divisional offices should be made by the Superintending Engineer, as all these clerks in a Circle are to be borne on a single list. The Executive Engineer may , when necessary, transfer a clerk from one sub-division to another in the same Division.

Future appointments to the posts of inferior servants in sub-divisional offices should be made by the Executive Engineer, the men being borne on a Divisional list and dealt with by the Executive Engineer.

(b) The temporary service of the men made permanent from the 1st April 1939 willbe counted for pensio in accordance with Bombay Civil Services Rule 240(1). The question of allowing the previous work-charged service also of these men to count for pension is under consideration.

(c) The increments of the clerks made permanent should, as a special case, be regulated as before, i.e. the dates of their increments on being made permanent should remain unchanged.

(d) The reduced starting pay to be given on being made permanent should not be less than Rs. 40 in the case of pass graduates and Rs. 50 in the case of honours graduates, as these are

the minimum rates of pay admissible to graduates appointed to the clerical establishment.

In paragraph 2 of Government Resolution No. 3149/36 dated the 15th May 1939, it was directed that the clerks should be selected for appointment to the permanent posts according to their seniority arranged on the basis of their total length of service. This seniority is simply for the purpose of selecting men for appointment to the permanent posts and should be observed accordingly.

The general question of seniority of clerks is separately under consideration and the necessary orders will be issued in due course.

(e) A general relaxation of the prescribed age-limit and educational qualifications is sanctioned as a special case in the case of those men who do not fulfil the requirements of the rules, and have been appointed to permanent posts from the 1st April 1939.

A general exemption from the production of medical certificates of physical fitness is also sanctioned as a special case in the case of all those men made permanent from the 1st April 1939 provided they are carrying out their duties efficiently.

(f) Sub-divisional clerks may be transferred from one Division or Sub-division to another when it is necessary to do so in the interest of public service or for other reasons. A third or store clerk promoted to a second clerk's post should be transferred to that post whether that post is in another Sub-division or Division and he must do the duties of the post to which he is promoted.

(g) Sub-divisional clerks may be promoted, when considered necessary, to the clerical establishment in the Divisional and Circle offices strictly

by .....

by selection on grounds of merit only, after considering ~~with~~ the claim of temporary clerks in the Circle and Divisional offices for promotion to the permanent clerical establishment in those offices.

By order of the Governor of Bombay,

Sd. N. H. HARVEY,
Deputy Secretary to Government.

G.R. No. 3140/36, P.W.D., dated the 12th December 1939.

To

The Finance Department.
The Superintending Engineers of Circles.
The Electrical Engineer to Government.
The Consulting Public Health Engineer to Government.
The Accountant General, Bombay.
All Executive Engineers of Divisions.

No. of 1939.

Copy forwarded for information and guidance to

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Pension.
Sub-divisional inferior servants.
Orders regarding the grant of a certificate under Bombay Civil Services Rule 240(1).

Government of Bombay.
Public Works Department.
Resolution No. 3140/36.
Bombay Castle, 20th May 1942.

The Superintending Engineers of Circles and the Electrical Engineer to Government are informed that under Bombay Civil Services Rule 240(1) the service rendered in a temporary post, which is subsequently made permanent, counts for pension. Owing to the abolition or amalgamation of sub-divisions, the Executive Engineers concerned are unable to give the necessary certificate that the temporary posts which the sub-divisional inferior servants were holding from time to time have been made permanent. Government is, therefore, pleased to direct ~~that~~ that Executive Engineers concerned should give the required certificate for the period it can be given and the remaining period of the service rendered by sub-divisional inferior servant should be allowed to count towards pension under Bombay Civil Services Rule 240.

2. Service in temporary posts, other than those of sub-divisional inferior servants, should be allowed to count for pension in those cases where a sub-divisional inferior servant transferred in the interest of Government service to another post which is not made permanent, returns to his original post.

3. The orders should take effect from the 1st April 1939, the date from which the sub-divisional inferior servants have been made permanent.

By order of the Governor of Bombay.

Sd/- [illegible]
Deputy Secretary to Government.

To

The Finance Department.
The Superintending Engineers of Circles.
The Electrical Engineer to Government.
The Accountant General, Bombay (through the Finance Department).
The Executive Engineers of Divisions.

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No. of 1942.

Copy forwarded for information and guidance to

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Making Sub-divisional establishment permanent.

GOVERNMENT OF BOMBAY.

PUBLIC WORKS DEPARTMENT.

Resolution No. 3140/36.

Bombay Castle, 2nd October 1942.

Read Government Resolution No. 5400/27, dated the 13th December 1932.

Read Government Resolution No. 3140/36, dated the 15th May 1939.

Letter from the Superintending Engineer, Central Circle, No. C. 50/2092, dated the 13th April 1942:-

"I have the honour to report that in accordance with Government Resolution, Public Works Department, No. 3140/36, dated 15th May 1939, certain posts of clerks and inferior servants on the temporary Sub-divisional establishment were made permanent. When the inferior servants were made permanent, they were granted their existing rates of pay on the temporary establishment as those rates did not exceed the sanctioned rates of the corresponding inferior servants on the permanent establishment. The existing rates of pay of the old incumbents are however less than those sanctioned in Government Resolution, Public Works Department, No. 1054, dated the 8th June 1923, as their pays had been permanently reduced by 5 per cent. in accordance with the orders contained in Government Resolution Public Works Department, No. 5400/27, dated 13th December 1932. A question has consequently arisen as to why the inferior servants on being made permanent should not be paid their original rates of pay, i.e. those which were in force before the percentage reductions were made.

"2. In accordance with the orders issued on point (b) in paragraph 4 of Government Resolution, Public Works Department, No. 5400/27, dated 2nd August 1933, the maxima of the scales were reduced by 10 per cent. or 5 per cent.

as the case may be, but in the case of the Sub-divisional clerks made permanent and who are old entrants, the scales sanctioned in paragraph 4 of Government Resolution No. 3140/36, dated the 15th May 1939, are as follows:-

	Rs.
For 1st and 2nd clerks.	30-5/3-80.
For 3rd or store clerks.	30-5/4-60.

These scales correspond to those that were sanctioned in Government Resolution No. E. 16857, dated 9th December 1921. From these facts it would be seen that though the Sub-divisional clerks were allowed the original scales of pays applicable to them, similar treatment was not given to t e inferior servants. It therefore seems equitable that the latter should also be allowed the old rates of pay and I would therefore recommend that sanction may kindly be accorded to increase their pays accordingly.

3. In this connection it may be observed that prior to the 5 per cent. reduction the inferior servants in the Poona Division were being paid at the rate of Rs. 16 per mensem and those in the other Division at the rate of Rs. 15 per mensem. These rates were reduced to Rs. 15 and Rs. 14 respectively as a result of the 5 per cent. reduction and the present proposal is to increase the pay of the inferior servants who are made permanent and who are old entrants to Rs. 16 and Rs. 15 per mensem respectively. The number of such cases would be 27 and the annual extra cost involved on this account would amount to Rs. 321. As the pays of the peons in the Poona Division have been regulated vide Government Memorandum No. 9116/27-F, dated the 20th June 1939, their cases have not been taken into consideration."

RESOLUTION.- Government is pleased to direct that the inferior servants in sub-divisional, who are old

old entrants, should be granted the old rates of pay without the reduction of 5 per cent. or 10 per cent. as the case may be, subject to the condition that the rates of pay should not exceed the sanctioned rates of pay of the corresponding inferior servants on the permanent establishment, who are old entrants.

2. The above orders are not applicable to the inferior servants in the sub-divisions of the Poona Division, whose cases have already been settled.

By order of the Governor of Bombay,

Sd/- R. H. HAMLETT,
Deputy Secretary to Government.

G.R., No. 3140/36, P.W.D. dated the 2nd October 1942.

To

The Finance Department.
The Superintending Engineers of Circles.
The Electrical Engineer to Government.
The Consulting Public Health Engineer to Government
The Accountant General, Bombay (through the Finance Department).
The Executive Engineer of Divisions.

No. of 1942.

Copy forwarded for information and guidance to

Id/-
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SLR/12-6-56.
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